CORE 101 FAQ

I. What are the Application Requirements?

For the CORE 101 application, candidates will respond to eight essay questions. Time, care, and consideration should be taken in responding to the essay questions as they are a critical part of the application. In addition to essays, you will submit a cover letter, resume, a personal photo (selfies accepted), two letters of recommendation, and a Chief Authorization form.

The letters of recommendation do not need to be uploaded at the time of the application submission, but they must be emailed to programs@gideonspromise.org by the application deadline.

The Chief Authorization Form must be completed by your office chief for your application to be considered complete. The application will ask for your Chief's e-mail and they will then receive the form to complete and submit to Gideon's Promise. Please make your Chief aware of your pending application.

II. The Application Process

Once you submit the online application, you will receive a notification that your application has been received. You will receive a notification about your progression to the next round of the application process by October 3, 2023. Following the application review, the second round of the application process is a video call interview with a member of the Gideon's Promise staff. The interview with a Gideon's Promise staff member will last approximately one hour.

You will be notified of your acceptance into CORE 101 by November 10, 2023.

III. How are CORE 101 Expenses Covered?

The cost of participation in the three-year CORE 101 Program for an individual public defender is approximately $22,500, not including travel. Because we recognize that few public defender offices are able to support the full cost of this three-year program, each year we offer scholarship funding to help offset some of the expense. In fact, the

greatest fundraising pressure on our organization is to subsidize the cost of the CORE 101 Program for public defenders who could not otherwise afford it.

IV.   Should I apply for a scholarship?

Applicants should request scholarship funding based on need. However, to help as many applicants as possible, the amount of funding requested is a considerable factor in our acceptance decision. We hope to spread our support as much as possible.

When you are considering the amount of scholarship funding to request, please note that we are very unlikely to offer any scholarship in an amount greater than half the cost of the program ($11,250). We expect every office to be able to cover at least $11,250.

V.   How can I help fundraise for my application?

The application asks if you would like to receive a scholarship to attend CORE 101. This is a question that you should discuss with your Chief Defender. If you choose the "no scholarship" option, you and/or your office will be responsible for the full amount of $22,500.

Because of the need to replenish our scholarship funds to support future public defenders, we value applicants who are willing to help our fundraising efforts as members of the Gideons Promise community. Without this collective effort, we would not be able to continue to support defenders like you, who need Gideon's Promise. There is no requirement as to how you help pay it forward.

Again, while a personal contribution is not required, we do ask scholarship recipients to help offset the cost of their programming to the extent that they can. We also expect all scholarship recipients to reach out to friends and family to consider supporting Gideon's Promise during at least one of our annual fundraising campaigns. You are our greatest ambassadors and sharing your experience with Gideon's Promise is an important part of our ability to build our base of support. Gideon's Promise staff will assist members with this outreach.

Other ways to support the scholarship fund and the Gideon's promise community include:

- Making a small contribution ($5-10) every pay period;
- Engaging in your own fundraising through Kickstarter, GoFundMe campaigns, or other creative ways to help offset the cost of the programming;

- Using social media to promote Gideon's Promise;
- Providing video / written testimonials about your experience as a member of Gideon's Promise for promotion and outreach;
- Helping promote outreach events and attend events if they are in your jurisdiction;
- Writing op-eds or blog posts;
- Speaking at events when the opportunity arises; or,
- Helping identify potential support and resources.

VI. What are the Attendance and Time Commitment Expectations for CORE 101?

Being a part of CORE 101 is a unique experience. Our community builds bonds and thrives on a foundation of trust, which is developed during CORE 101 and with the knowledge that information shared during programming will not be shared externally, without the express permission of the participant. To maintain the integrity of the CORE 101 program, we ask that all participants keep confidential any information that is shared by other participants, especially if the information is of a personal nature.

Upon acceptance to a CORE 101 class, participants must make the necessary arrangements for full and active participation. Please review your calendars for any scheduling conflicts prior to committing to programming. Our interactive, on-your-feet curriculum is designed to build upon the collective experiences of in-person participants.

Full completion of the Summer Institute program is required to continue with CORE 101 participation. It is essential that attendees file the necessary leave of office forms with their offices and courts, speak with their leaders and chief defenders about work coverage and support during training, and plan to be free of personal obligations during programming.

Our training includes an opportunity to develop exceptional pretrial and trial skills, and to build community with colleagues from across the nation who can provide support throughout your career. This requires a full commitment to participation. There is minimal downtime during Summer Institute. You may want to connect with friends and family in the area, but Summer Institute is a commitment to be present during the daily training as well as during the after-hours community building activities. The days are long during Summer Institute; please come prepared to engage your classmates and faculty, but do not anticipate that there will be free time to explore the local city.

VIII.   What Does the 3-Year CORE 101 Commitment Involve?

CORE 101 is a 3-year program. For members of the Class of 2024, programming begins with the Winter Conference weekend in January 2024, followed by a 2-week Summer Institute in July 2024. For the remainder of 3 years, the class will return for programming every 6-months until graduation. Each "Returner Weekend" occurs in the winter and summer, CORE 101 participants are expected to attend all 5 conference weekends with their class.

IX.   What Happens Once I Have Been Accepted?

After acceptance into the CORE 101 program, we require the submission of additional information in order to support the participants in the program. These documents and surveys must be completed in a timely manner so that we can adequately plan programming. Some of the requests will include:

- Defender Value Spectrum Survey (DVSS). This questionnaire has been designed for public defenders who have been trained by Gideon's Promise. The survey questions are about your experience and/or expectations of being a public defender, and the values and practices that underpin your work. Your answers will help Gideon's Promise learn more about the impact of its training and support.
- Acknowledgment and signing of the Participant Agreement via Docusign.
- Completion of a mentee profile on the mentorship program platform (this profile allows us to match you with an Alumni of the CORE 101 program who will serve as your mentor during the first year of CORE).
- Surveys to evaluate the content taught and the faculty members facilitating sessions and workshops. Your evaluations of program content are used to improve training and to report to funders about the impact of Gideon's Promise work.
- General surveys about your office needs and/or organizational needs.
- General forms and documents necessary for program operation.